



# OHIO CIVIL RIGHTS COMMISSION

Governor Mike DeWine

Commissioners: Valerie A. Lemmie, Chair | Lori Barreras | William Patmon, III | Madhu Singh | Charlie Winburn  
Executive Director Angela Phelps-White

February 29, 2024

*Date Mailed: February 29, 2024*

Thomas Wurm  
191 Sycamore Street  
Tiffin, OH 44883

Leslie Erwin, Chief Human Resources Officer  
Heidelberg University  
310 East Market Street  
Tiffin, OH 44883

## LETTER OF DETERMINATION

Thomas Wurm v. Heidelberg University  
TOLA2(003268)11162023/22A-2024-00551C

### FINDINGS OF FACT:

Charging Party filed a charge of discrimination with the Ohio Civil Rights Commission alleging Respondent engaged in an unlawful discriminatory practice. All jurisdictional requirements for filing a charge have been met.

Prior to the conclusion of the investigation, Charging Party requested a Notice of Right to Sue. As a result, the Commission is issuing a Notice of Right to Sue per Charging Party's request and administratively closing the case.

### DECISION:

The Commission **ADMINISTRATIVELY CLOSES** this matter and orders the case **DISMISSED**.

Charging Party, please refer to the enclosed **NOTICE OF RIGHT TO SUE** for additional information on Charging Party's suit rights.

### NOTICE OF RIGHT TO PETITION FOR JUDICIAL REVIEW:

A determination of the Commission that constitutes a Final Order is subject to judicial review, wherein the court reviews the contents of this letter and determines if there are sufficient factual findings supporting why the Commission did not issue a complaint. A petition for judicial review must be filed in the proper common pleas court within **THIRTY (30) days** of the date the Commission mailed this Final Order. The right to obtain judicial review and the mode and procedure thereof is set forth in Ohio Revised Code § 4112.06.

The judicial review process is not a means to reexamine the investigation or further pursue your allegations through the Commission. You may consult with an attorney for information on available options.

A Probable Cause finding is not a Final Order and is not subject to judicial review by a court. All other determinations of the Commission constitute a Final Order and are subject to judicial review by a court.

Thomas Wurm v. Heidelberg University  
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FOR THE COMMISSION,

*Stacy A. Latta*

Stacy A. Latta  
Regional Director  
[stacy.latta@civ.ohio.gov](mailto:stacy.latta@civ.ohio.gov)

cc: Representative for Charging Party:

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Wasserman, Bryan, Landry & Honold, LLP  
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Perrysburg, OH 43551  
[FLandry308@aol.com](mailto:FLandry308@aol.com)

Representative for Respondent:

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Erin E. Butcher, Esq.  
Bricker Graydon LLP  
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[LMcMillin@brickergraydon.com](mailto:LMcMillin@brickergraydon.com)

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Angela Phelps-White,  
Executive Director

**Charging Party,**

Thomas Wurm

v.

**Respondent,**

Heidelberg University

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**Charge No.**  
TOLA2(003268)11162023  
22A-2024-00551

### NOTICE OF RIGHT TO SUE

Pursuant to Ohio Revised Code 4112.051, you may file a civil action against the Respondent(s) alleging a violation of Ohio Revised Code 4112. The lawsuit may be filed in any State of Ohio court that has jurisdiction over the matter. Ohio Revised Code 4112.052 and 4112.14 provides that such a civil action must be filed within two years after the date of the alleged discriminatory practice. The time period to file a civil action is tolled during the pendency of the Commission investigation. You are advised to consult with an attorney to determine with accuracy the date by which a civil action must be filed. FOR FEDERAL COURT FILINGS: Notices of Right to Sue under federal law will be issued by the EEOC.

### FOR THE COMMISSION

*Stacy A. Latta*

Stacy A. Latta  
Toledo Regional Director  
640 Jackson St., Suite 936  
Toledo, OH 43604  
(419) 245-2900

Date mailed: February 29, 2024